

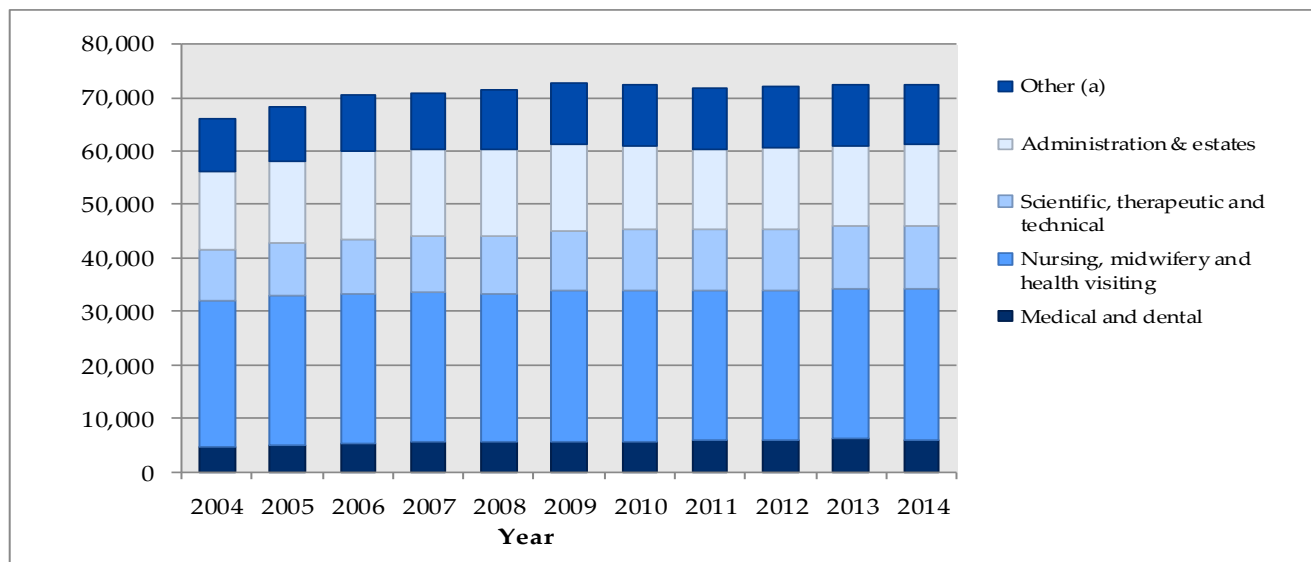
Staff directly employed by the NHS, 30 September 2014

This annual release presents summary information on staff directly employed by the NHS in Wales as at 30 September 2014. The data exclude General Medical and Dental Practitioners as they are independent NHS contractors. More detailed data, including staff numbers for individual NHS organisations, is available on StatsWales, or on request. <https://statswales.wales.gov.uk/Catalogue/Health-and-Social-Care/NHS-Staff>.

Between 2013 and 2014 (in terms of full-time equivalent numbers):

- The total number of directly employed NHS staff increased slightly by 70 (0.1 per cent) to 72,464.
- Medical & dental staff decreased by 61 (1.0 per cent) to 6,011. Of these staff, hospital medical and dental consultants decreased by 5 (0.2 per cent) to 2,270.
- Nursing, midwifery and health visiting staff increased by 46 (0.2 per cent) to 28,300.
- Scientific, therapeutic & technical staff increased by 55 (0.5 per cent) to 11,671.
- Administration & estates staff increased by 52 (0.3 per cent) to 15,172. Of these staff, managers decreased by 9 (0.5 per cent) to 1,976.
- Other staff (including healthcare assistants, support staff and ambulance staff) decreased by 21 (0.2 per cent) to 11,309.

Chart 1: Directly employed NHS staff in post at 30 September by staff group (FTE)



(a) Includes health care assistants, ambulance staff and other support staff.

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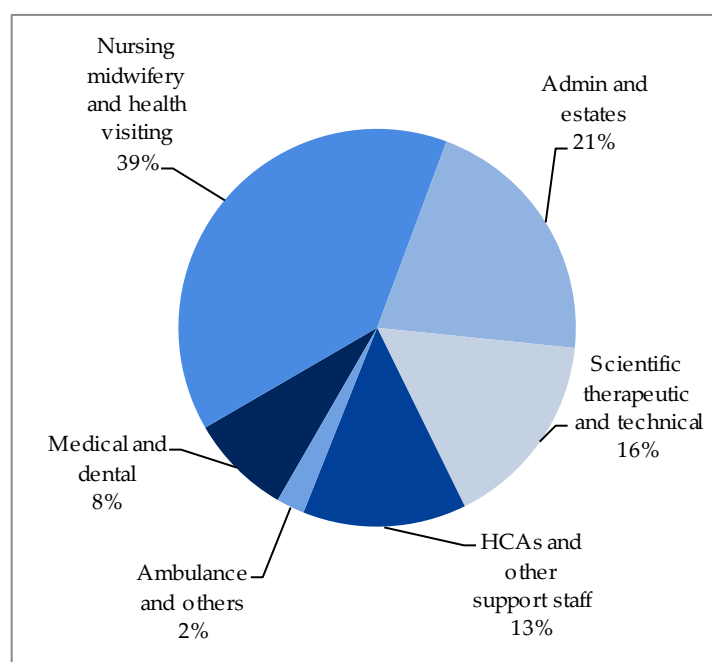
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www.gov.wales/statistics



Chart 2: Directly employed NHS staff in post at 30 September 2014



- At 30 September 2014 the full-time equivalent of all staff directly employed by the NHS in Wales was 72,464.
- The nursing, midwifery and health visiting group is the largest staff group, accounting for 39 per cent of all staff.
- The next largest group is administration & estates (21 per cent) followed by scientific, therapeutic & technical (16 per cent) and health care assistants (HCAs) with other support staff (13 per cent).
- Medical and dental staff account for 8 per cent of the total.

Table 1: Directly employed NHS staff at 30 September, by staff group

Staff group	Full-time equivalent					% change from 2013
	2010	2011	2012	2013	2014	
Medical and dental	5,725	5,844	5,909	6,073	6,011	-1.0
Nursing, midwifery and health visiting	28,157	27,980	28,068	28,254	28,300	0.2
Administration and estates	15,472	15,192	15,039	15,120	15,172	0.3
<i>Of which: managers</i>	2,138	2,089	2,035	1,985	1,976	-0.5
Scientific, therapeutic and technical	11,507	11,472	11,549	11,616	11,671	0.5
HcAs and other support staff (a)	10,033	9,718	9,793	9,699	9,650	-0.5
Ambulance	1,427	1,457	1,511	1,499	1,544	3.0
Other (b)	166	173	133	131	115	-12.7
All staff	72,487	71,836	72,002	72,393	72,464	0.1

(a) HCA - Health care assistant.

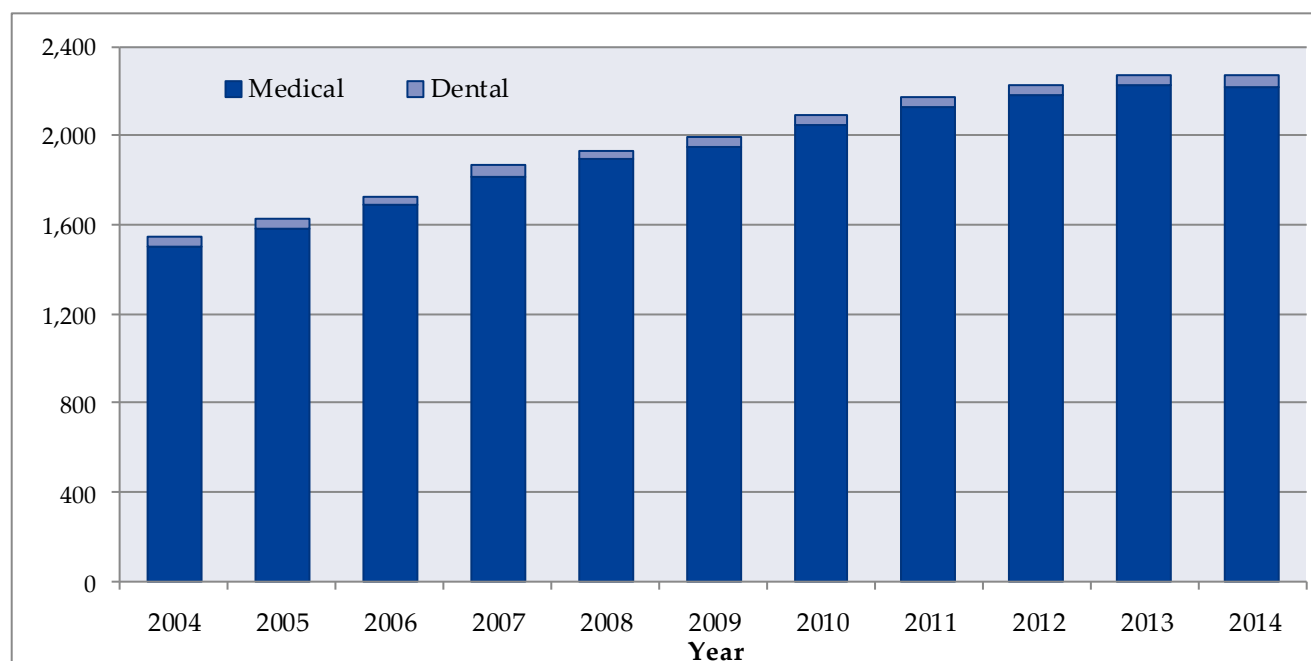
(b) Staff on general payments and other non-medical.

- Ambulance staff showed a marked increase between 2013 and 2014, rising by 3.0 per cent while all other groups rose by less than 1 per cent or fell.
- There have been increases since 2010 in a number of staff groups, ranging from 8.2 per cent for the ambulance staff group to 0.5 per cent for nursing, midwifery and health visiting staff.
- There has been a fall of 1.9 per cent since 2010 in the number of administration and estates staff, and a more marked fall of 7.6 per cent in the number of managers.

In the following tables by staff group, some percentages are based on small numbers and should be used with caution.

Medical and Dental staff

Chart 3: Hospital consultants at 30 September (FTE)



- Between 2004 and 2014 the full-time equivalent number of hospital consultants increased by 721 (47 per cent) to 2,270.
- Medical consultants increased by 718 to 2,221 and dental consultants by 3 to 49 over the same period.

Table 2: Hospital medical and dental staff at 30 September, by grade

Grade	Full-time equivalent					% change from 2013
	Year					
	2010	2011	2012	2013	2014	
Consultant	2,090	2,172	2,225	2,275	2,270	-0.2
Specialty doctor	307	369	418	449	485	7.9
Staff grade	23	10	7	7	6	*
Associate specialist	379	356	346	325	296	-8.8
Specialist registrar	1,803	1,854	1,814	1,876	1,820	-3.0
Senior house officer	178	156	170	190	182	-4.0
Foundation house officer 2	350	334	329	328	377	15.0
Foundation house officer 1	334	333	338	377	339	-10.1
House officer	3	5	1	4	2	*
Other (a)	72	62	59	50	42	-16.6
All hospital medical and dental staff	5,537	5,651	5,705	5,881	5,819	-1.1

* Percent change has been suppressed for small numbers.

(a) Includes clinical assistant and other medical and dental grades.

- The number of hospital medical and dental staff has increased by 5.1 per cent since 2010, to reach 5,819 in 2014. The number of consultants increased by 8.6 per cent during this period.

Table 3: Community / public health medical and dental staff at 30 September

	<i>Full-time equivalent</i>					% change from 2013
	Year					
	2010	2011	2012	2013	2014	
Community/ public health medical staff	84	84	88	79	76	-3.2
Community/ public health dental staff	104	109	115	114	117	2.8
Community/ public health medical and dental staff	188	193	203	192	193	0.3

- The total number of community and public health medical and dental staff has remained at a broadly similar level since 2010.
- In this period there has been an increase in dental staff while the number of medical staff has fallen following a slight increase in 2012.

Nursing, Midwifery and Health Visiting Staff

Table 4: Nursing, midwifery and health visiting staff at 30 September, by grade

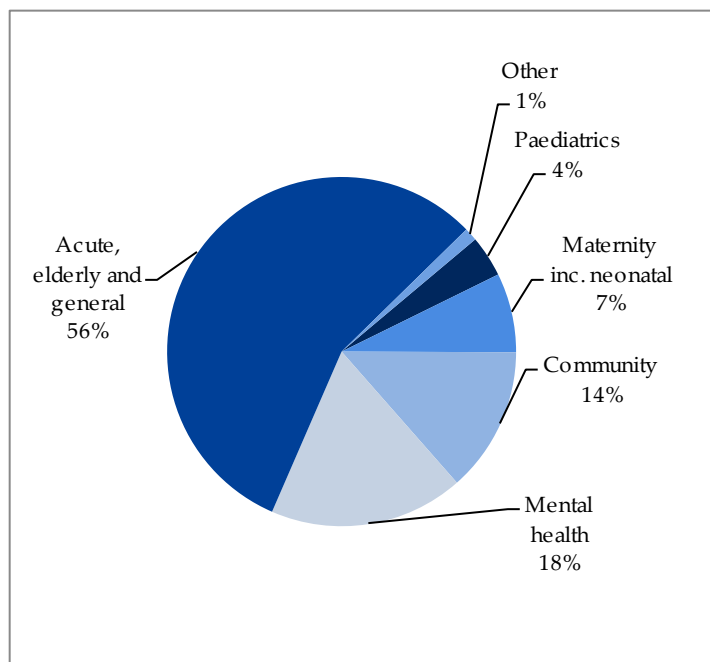
Grade	<i>Full-time equivalent</i>					% change from 2013
	Year					
	2010	2011	2012	2013	2014	
Qualified staff	21,831	21,748	21,823	22,005	22,053	0.2
Nurse manager	559	554	534	544	544	0.0
Nurse consultant	31	30	31	30	27	-11.8
Children's Nurse	250	260	237	210	207	-1.9
Registered midwife	1,157	1,162	1,221	1,245	1,316	5.7
Health visitor	744	739	775	858	858	-0.1
District nurse / CPN / CLDN - 1st level (a)	876	801	767	693	613	-11.6
District nurse / CPN / CLDN - 2nd level (a)	3	4	8	1	1	*
Qualified school nurse	38	51	52	53	71	33.9
Other 1st level nurses	17,998	17,956	17,994	18,172	18,256	0.5
Other 2nd level nurses	126	118	107	77	55	-28.4
Modern matron	.	12	30	38	40	5.6
Post-registration learners	47	63	68	82	66	-19.4
Unqualified staff	6,327	6,231	6,245	6,250	6,247	0.0
Nursing assistant practitioner	2	7	14	20	23	13.6
Nursery nurse	244	259	242	240	236	-1.5
Nursing assistants / auxiliaries	6,050	5,951	5,987	5,974	5,983	0.1
Pre-registration learners	31	15	3	15	5	*
All nursing, midwifery and health visiting staff	28,157	27,980	28,068	28,254	28,300	0.2

* Percent change has been suppressed for small numbers.

(a) CPN - Community Psychiatric Nurse, CLDN - Community Learning Disability Nurse.

- The number of nursing, midwifery and health visiting staff has shown an increase of 0.5 per cent since 2010.
- Qualified staff showed an increase of 223 (1.0 per cent) since 2010, compared to a fall of 80 (1.3 per cent) in the number of unqualified staff.

Chart 4: Nursing, midwifery & health visiting staff by area of work, 30 September 2014



- At 30 September 2014 over half (56 per cent) of nursing staff worked in the acute, elderly and general sector.
- A further 18 per cent worked in the mental health sector and 14 per cent in community services.

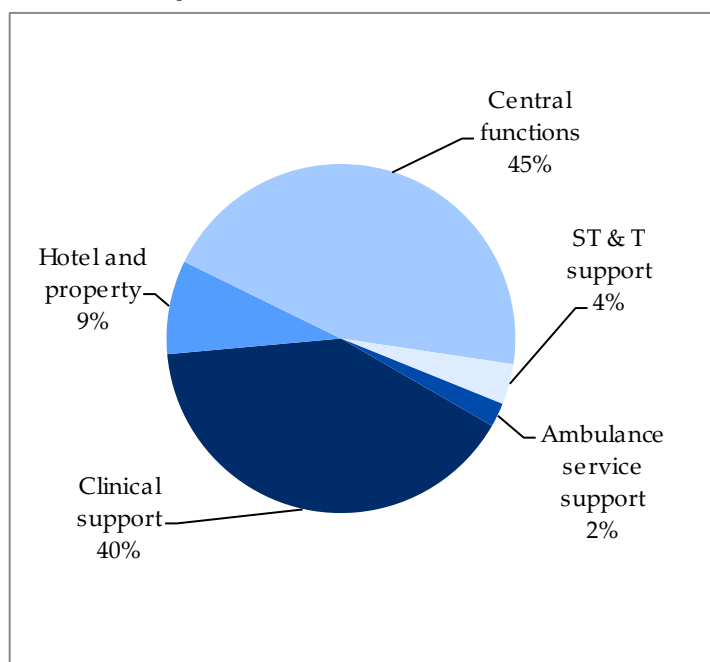
Administration and Estates Staff

Table 5: Administration & estates staff at 30 September, by grade

Grade	Year					<i>Full-time equivalent</i>
	2010	2011	2012	2013	2014	% change from 2013
Senior managers	648	632	601	600	568	-5.3
Managers	1,490	1,457	1,434	1,384	1,407	1.6
Clerical and administration	12,210	12,072	12,024	12,176	12,249	0.6
Maintenance & works	1,124	1,032	980	959	948	-1.1
All administration and estates staff	15,472	15,192	15,039	15,120	15,172	0.3

- The number of administration and estates staff fell by 1.9 per cent between 2010 and 2014, with a more marked fall of 15.6 per cent and 12.3 per cent in the number of maintenance and works staff and senior managers over this period.
- Between 2013 and 2014 there was a slight increase in the number of managers (1.6 per cent) and clerical and administrative staff (0.6 per cent).

Chart 5: Administration and estates staff by area of work, 30 September 2014



- At 30 September 2014 nearly half (45 per cent) of administrative and estates staff worked in central functions.
- A further 40 per cent worked in clinical support and 9 per cent in hotel and property services.
- The remaining 6 per cent worked in the ambulance service or scientific, therapeutic and technical support.

Ambulance staff

Table 6: Ambulance staff at 30 September, by grade

Grade	Year					<i>Full-time equivalent</i>
	2010	2011	2012	2013	2014	% change from 2013
Manager	68	66	74	73	75	2.5
Ambulance Personnel (a)	13	20	124	120	152	26.9
Emergency Care Practitioner	14	16	26	29	31	7.0
Ambulance Paramedic	884	883	905	893	904	1.3
Ambulance Technician	434	473	381	386	384	-0.6
Trainee Ambulance Technician	15
All ambulance staff	1,427	1,457	1,511	1,499	1,544	3.0

(a) From 2012, includes some staff formerly classified as Ambulance Technician

- The number of ambulance staff increased by 117 (8.2 per cent) between 2010 and 2014 to reach 1,544 in 2014.
- At 30 September 2014, 59 per cent of ambulance staff were paramedics.

Health Care Assistants and Support Staff

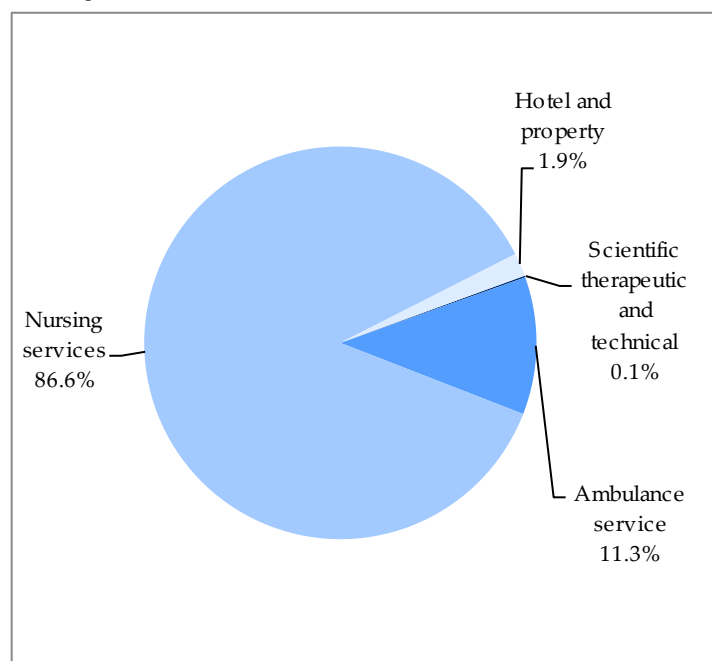
Table 7: Health care assistants and support staff at 30 September

	<i>Full-time equivalent</i>					% change from 2013
	Year					
	2010	2011	2012	2013	2014	
Health care assistants	3,563	3,484	3,546	3,540	3,562	0.6
Support workers (a)	6,470	6,234	6,248	6,159	6,088	-1.2
Health care assistants and support staff	10,033	9,718	9,793	9,699	9,650	-0.5

(a) Support workers do not have formal NVQ (National Vocational Qualification) or health care assistant training.

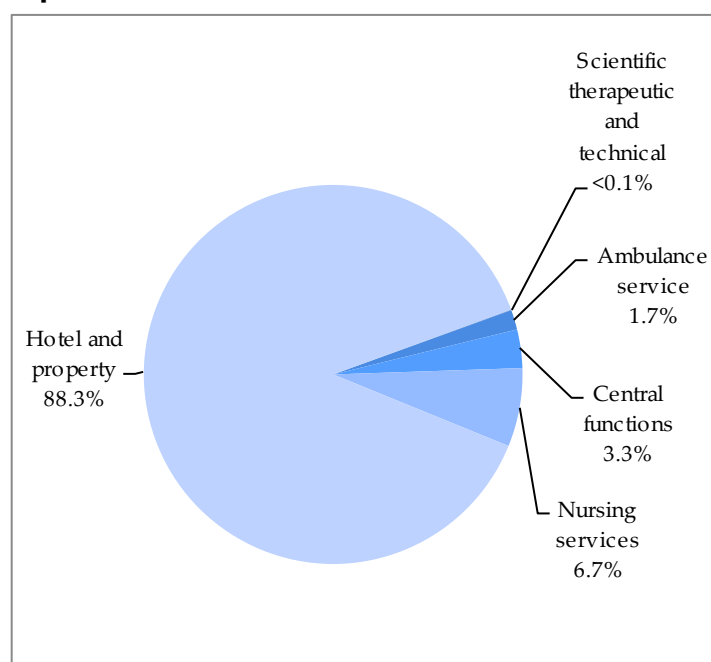
- The total number of health care assistants and support staff decreased by 383 between 2010 and 2014 (3.8 per cent) to reach 9,650 in 2014.
- Of these staff, the number of health care assistants remained largely unaltered between 2010 and 2014 (decreased by 1), while the number of support workers decreased by 382 (5.9 per cent) over the same period.

Chart 6: Health care assistants by area of work, 30 September 2014



- At 30 September 2014 over four fifths (87 per cent) of health care assistants worked in nursing services.
- A further 11 per cent worked in the ambulance service.

Chart 7: Support staff by area of work, 30 September 2014



- At 30 September 2014, 88 per cent of support staff worked in hotel and property services.
- A further 7 per cent worked in nursing services, 3 per cent worked in central functions and 2 per cent worked in the ambulance service.

Scientific, therapeutic and technical staff

Table 8: Scientific, therapeutic and technical staff at 30 September, by area of work

Area of work	Year					Full-time equivalent
	2010	2011	2012	2013	2014 (b)	% change from 2013
Qualified allied health professionals	4,607	4,543	4,509	4,545	4,627	1.8
Qualified healthcare scientists	2,190	2,131	2,118	2,136	1,867	-12.6
Other qualified ST&T staff (a)	2,571	2,641	2,710	2,741	2,732	-0.3
Support to ST&T staff (a)	2,139	2,156	2,212	2,194	2,445	11.4
All scientific, therapeutic and technical staff	11,507	11,472	11,549	11,616	11,671	0.5

(a) ST&T - Scientific, Therapeutic and Technical

(b) Re-coding of Healthcare Science staff records may affect comparisons with previous years

- The number of scientific, therapeutic and technical staff increased from 2010 by 164 (1.4 per cent) to reach 11,671 in 2014.
- At 30 September 2014, 40 per cent of these staff were qualified allied health professionals, 16 per cent were qualified healthcare scientists and 23 per cent were other qualified scientific, therapeutic and technical staff. The remaining 21 per cent of staff worked in support grades.

Key Quality information

Source

The source of these data from 2006 is an annual extract from the HR/payroll system for the NHS called the Electronic Staff Record (ESR), which covers all NHS organisations in England and Wales. All NHS organisations in Wales were live on ESR by the end of November 2006. Data before 2006 was obtained from administrative data collections.

Publication frequency and format

Following the consultation on 'Proposals concerning the publication of official statistics' which was held last year we are considering the frequency and format of this release. We would welcome views from users on the frequency of the release (i.e is once a year sufficient).

Revisions to the 2013 publication

Figures for 2013 were derived from a new data extract to provide greater coherence with management information. In order to ensure consistency between years, previously published figures for 2009 to 2012 were replaced by the new data extract. Further notes on the effects of this change can be found in the Key Quality information section of the 2013 publication. <http://gov.wales/statistics-and-research/staff-directly-employed-nhs/?lang=en#/statistics-and-research/staff-directly-employed-nhs/?tab=previous&lang=en>.

Changes to the scientific, therapeutic and technical group in 2014

In 2014, following an extensive consultation, changes in classification and coding were made to the Healthcare Science staff group. Re-coding of these records may affect staff that have previously not been included within the existing Healthcare Science staff as they were thought to fit better within the Scientific, Therapeutic and Technical or Estates staff. Please note comparisons between years for these staff groups may be affected by these changes.

Definitions

. Not applicable

FTE: Full-time equivalent (FTE) numbers are calculated by dividing the number of hours staff in a grade are contracted to work by the standard hours for that grade. In this way, part-time staff are converted into an equivalent number of full-time staff. In simple terms, headcount is the number of staff, whilst FTE is the equivalent level of input that these staff provide. In comparisons over time, FTE is the most appropriate measure of staff resource to use and is therefore the measure presented in the statistical release. Headcount figures are included along with FTE in StatsWales tables.

Coverage

The data includes all staff directly employed by the NHS in Wales. Therefore General Medical and Dental Practitioners (and staff employed by these practitioners) are excluded as they are independent NHS contractors - separate Statistical Releases are issued for these staff. Staff holding either directly employed locum appointments or agency locum appointments are not included in this release. General Medical Practitioner Locums, directly employed General Medical Practitioners and General Dental Practitioners, and community/public health medical and dental staff on general payments are also excluded.

For staff working in more than one assignment (job), the full-time equivalent for all assignments is included.

Medical and dental staff changes

A **Foundation House Officer** is a grade of medical staff undertaking the *Foundation Programme* - a two-year, general postgraduate medical training programme which forms the bridge between medical school and specialist/general practice training. Being a Foundation House Officer has been compulsory for all

newly qualified medical staff since 2005 and has replaced the traditional grades of House Officer and Senior House Officer.

Specialty doctors

Negotiations between NHS Employers and The BMA's Staff and Associate Specialist Committee resulted in a new contract for the associate specialist grade and the creation of the new specialty doctor grade from 1 April 2008.

From this date, the grades of staff grade, clinical assistant, hospital practitioner and the old contract of associate specialist were closed to new applicants. Existing eligible staff within the grades listed above and senior clinical medical officers and clinical medical officers had the opportunity to apply to be re-graded to the new associate specialist or specialty doctor grades.

The result of these new contracts is seen in 2009 and later, with the decline in staff grades and growth of the specialty doctor grade. It is expected that numbers will continue to grow in the future.

Support staff

Support staff shown in Table 7 include those who do not have formal NVQ or local Health Care Assistant training. Included in this table are domestic and catering staff and staff dealing directly with patients such as ward receptionists and clerks.

NHS reform

Reforms to the NHS in Wales took effect from 1 October 2009 and replaced the previous 22 commissioning Local Health Board and provider NHS Trust organisations by a smaller number in a new structure of 7 geographical Local Health Boards and 3 NHS Trusts.

Users and uses of these statistics

We believe the key users of statistics on staff directly employed by the NHS are:

- Ministers, Assembly Members and the Members Research Service in the National Assembly for Wales
- Other areas of the Welsh Government
- Other government departments
- National Health Service organisations
- Unitary Authorities
- Students, academics and universities
- Individual citizens and private companies.

The statistics are used in a variety of ways. Some examples of the uses include:

- Advice to Ministers
- To inform debate in the National Assembly for Wales and beyond
- To monitor and evaluate staffing levels in the NHS.

User feedback

We welcome comments from users of our publications on content and presentation. If you have any comments or require further information, please contact us using the details on the front page of this release.

Further information

Our publication is based on an annual extract from the ESR. A detailed breakdown of staff grades and areas of work used in the ESR is available in the NHS Occupation Code Manual at <http://www.hscic.gov.uk/article/2268/NHS-Occupation-Codes>

NHS staff numbers for other UK countries are published as follows:

Figures for England are published by the NHS Information Centre for Health and Social Care on their website at <http://www.hscic.gov.uk/workforce>

Figures for Scotland are published by ISD Scotland on their website at <http://www.isdscotland.org/Health-Topics/Workforce/>

Figures for Northern Ireland are published by the Department of health, Social Services and Public Safety on their website at <http://www.dhsspsni.gov.uk/index/statistics/publications-statistics.htm?SelThemes=THW&SelTopic=TP&Year=>

Comments and contact information

We welcome comments on this release. Please contact:

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